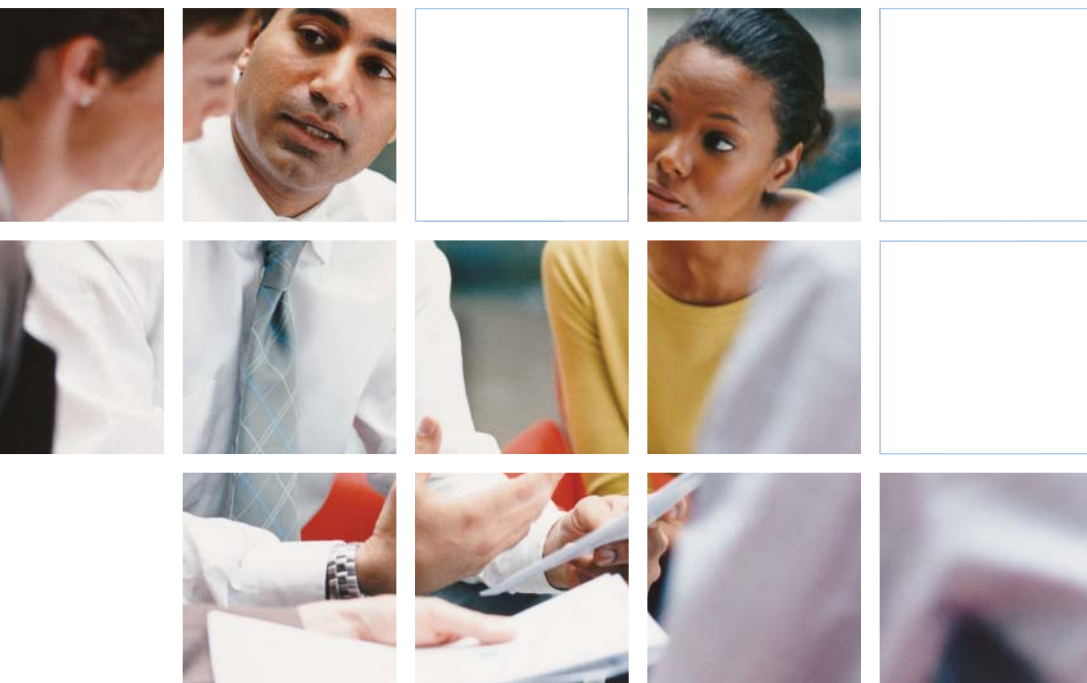


SCAG Employee Benefits



The Southern California Association of Governments (SCAG) represents the fifteenth largest economy in the world and the largest planning agency in the nation. Our mission is to provide *Leadership, Vision and Progress*, which promote economic growth, personal well being, and livable communities for all of Southern California.

SCAG has a competitive and attractive total compensation package. Employees are paid every other Thursday, twenty-six (26) times a year. Benefits are extensive and include an array of insurance and other benefits. Medical, dental and vision coverage begins as early as the first of the month following employment.

HEALTH AND WELFARE BENEFITS:

SCAG offers a cafeteria plan that includes \$800.00 per month for eligible employees to spend on medical, dental and vision coverage. \$550.00 per month is earmarked towards medical; however, the employee may choose to spend more or less than that based on their enrollment selections. Should the enrollment selections cost less than \$800.00 per month; the cost difference is paid out in cash to the employee.

- Medical: SCAG offers four health plans administered by the California Public Employees Retirement System (CalPERS). There are two HMOs and two PPOs.
- Dental: SCAG offers two dental plans, CIGNA Dental HMO and Delta Dental PPO.
- Vision: SCAG offers Vision Service Plan as its provider with employee-only coverage.
- Life Insurance/Accidental Death & Dismemberment: SCAG pays \$50,000 for staff, \$100,000 - \$150,000 for supervisor/management employees. Voluntary additional insurance is available for new employees.
- Short-term/Long-term Disability Insurance: SCAG pays for both short term and long term disability coverage for employees with a thirty-day waiting period.
- Flexible Spending Accounts: Pre-tax reimbursement plans available for Dependent Care, Medical Care and Parking Expenses.
- Long Term Care: Employee paid optional program available through CalPERS.



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RETIREMENT:

- CalPERS 2% @ 55 Plan: Fully paid by SCAG. Employees are encouraged to attend CalPERS retirement planning seminars on work time to prepare for their future.
- Deferred Compensation: A 457 plan is available to all employees. At-will Supervisory/management employees eligible for a matching contribution.
- Retiree Medical: SCAG provides up to \$550.00 per month for lifetime retiree medical when an employee retires from CalPERS and SCAG simultaneously. Must meet all SCAG and CalPERS eligibility requirements at time of retirement.

- Social Security: SCAG does not participate in Social Security which equates to a 6.2% increase in base pay if one is used to paying into Social Security.

ADDITIONAL SCAG BENEFITS:

- Paid Time Off: Employees receive 13 holidays per year, with 9 designated and 4 personal floating holidays. Sick leave is accrued at the rate of 3.6923 hours every payroll period. Vacation leave is accrued at two to four weeks per year depending on experience and SCAG service.
- Flexible Work Schedule: All employees are eligible for the 9/80 modified work schedule with Friday being the alternate day off.
- Transportation Reimbursement: SCAG provides up to \$155 per month towards a bus pass or train pass and up to \$35.00 for carpooling.
- Educational Reimbursement: SCAG provides up to \$1,000.00 per year for eligible employees.
- Professional Membership Reimbursement: SCAG provides up to \$300.00 annually for professional memberships.
- Employee Assistance Program: Paid by SCAG and available to all employees.
- Recreation Connection: Discount program available for employees and families for local attractions.
- Merit Pay Program: All employees participate in a pay for performance merit-based pay progression program. Increases are 1-9% annually depending on level of performance and budget availability.
- Wellness Program: Various educational seminars are offered throughout the year along with complimentary flu shots and health screenings that employees can participate in on work time.
- Employee Recognition Program: SCAG has an employee recognition program consisting of service awards and a Peer Recognition Program. The Peer Recognition Program seeks quarterly nominations and provides \$50.00 per award and recognition at an all staff meeting.

SCAG Values Statement:

Our Philosophy of Regional Leadership, Collaboration and Excellence is Anchored in our Shared Values of Professionalism, Integrity, Service and Innovation.

Professional Pathways Program: SCAG is committed to providing opportunities for staff to develop their skills, experience and knowledge so that they are prepared to compete for SCAG promotional opportunities. The following elements are part of the Professional Pathways Program:

- Annual Staff Retreat: SCAG invests in its future and its staff by holding an off-site annual staff retreat. Time is spent together as an agency away from the office to celebrate accomplishments, plan for the future and work on team building.
- Non-competitive Promotion: SCAG's classification system is designed to provide clear career paths. Most job families have non-competitive promotion through the journey level. This means that an employee may progress to the journey level without going through a competitive approval process or a reclassification process. Movement occurs after the supervisor recommends progression based on the employee meeting competency standards. A salary increase of at least 5% accompanies a non-competitive promotion.
- Toastmasters International: SCAG has its own Toastmasters Club – Regional Speakers Forum and provides on work time and pays the cost of participating in the SCAG Toastmasters Club. Toastmasters enables participants to build their leadership and communication skills.
- Training/Development: SCAG has an extensive and robust training and development program which includes both in-house and outside training opportunities. The program includes an in-house supervisory/leadership certification program. Upon completion of the program, staff receives a certificate of completion and one year of substitution credit towards meeting the minimum requirements for SCAG supervisory/management positions. Other training includes, communication skills, customer service, understanding your behavioral style, running a public meeting, project management, accent improvement, and health and safety training.

All benefits and terms and conditions are subject to change based on future modifications that may be made to the Personnel Rules, insurance contracts or other governing documents.